ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES - RECOMMENDATIONS

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ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATIONS RE: QUALITY DAY CARE

OCTOBER 1987

RECOMMENDATION 1:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT PROVISIONS BE ADDED TO THE SOCIAL CARE FACILITIES LICENSING ACT, AND DAYCARE REGULATIONS TO SPECIFY MINIMUM STANDARDS OF QUALIFICATIONS FOR CHILD CARE WORKERS. THE COUNCIL RECOMMENDS AS PREFERRED STANDARDS, THE CITY OF EDMONTON OUT-OF-SCHOOL CARE RECOMMENDED STANDARDS WHICH ARE AS FOLLOWS:

CHILD CARE STAFF QUALIFICATIONS AND TRAINING

A) PROGRAM SUPERVISOR/DIRECTOR

DEFINITION

A PROGRAM SUPERVISOR/DIRECTOR IS A FULL TIME ON SITE CHILD CARE PROFESSIONAL RESPONSIBLE FOR PROGRAM PLANNING, SUPERVISION OF CHILD CARE STAFF AND DAY PROGRAM ACTIVITIES OF THE OUT-OF-SCHOOL CARE CENTRE. THE PROGRAM SUPERVISOR/DIRECTOR HAS RESPONSIBILITY FOR AND IS EXPECTED TO PARTICIPATE IN THE CARRYING OUT OF THE CENTRE'S PROGRAM ACTIVITIES. THIS POSITION IS DIRECTLY RESPONSIBLE TO THE CENTRE MANAGEMENT (VOLUNTEER BOARD, PRIVATE OWNER/OPERATOR). SOME PROGRAM SUPERVISORS/DIRECTORS MAY CARRY ADMINISTRATIVE RESPONSIBILITIES.

QUALIFICATIONS AND TRAINING:

THE PROGRAM SUPERVISOR/DIRECTOR MUST HAVE A MINIMUM OF A TWO-YEAR DIPLOMA IN A CHILD RELATED AREA WITH COURSES IN CHILD DEVELOPMENT FROM AN INSTITUTION APPROVED BY THE DEPARTMENT OF ADVANCED EDUCATION, GOVERNMENT OF ALBERTA OR AN EDUCATIONAL EQUIVALENCY RECOGNIZED BY EDMONTON SOCIAL SERVICES IN A PROGRAM RELATED AREA WITH CHILD DEVELOPMENT COURSES. ADMINISTRATIVE AND SUPERVISOR SKILLS AND SUCCESSFUL WORK EXPERIENCE IN THE GROUP CARE OF SCHOOL-AGE OR PRESCHOOL CHILDREN ARE REQUIRED.

B) ASSISTANT PROGRAM SUPERVISOR/DIRECTOR

DEFINITION:

THE ASSISTANT PROGRAM SUPERVISOR/DIRECTOR IS A FULL OR PART TIME ON SITE CHILD CARE WORKER WHO IS DELEGATED THE RESPONSIBILITY FOR AND IS EXPECTED TO ACTIVELY PARTICIPATE IN CARRYING OUT THE CENTRE'S PROGRAM ACTIVITIES. THE POSITION IS DIRECTLY RESPONSIBLE TO THE PROGRAM SUPERVISOR/DIRECTOR AND IN THE PROGRAM SUPERVISOR'S/DIRECTOR'S ABSENCE SHALL BE REQUIRED TO ASSUME FULL RESPONSIBILITY FOR THE OUT-OF-SCHOOL CARE CENTRE'S PROGRAM PLANNING, SUPERVISION OF CHILD CARE STAFF AND THE DAILY PROGRAM ACTIVITIES.

QUALIFICATIONS AND TRAINING:

THE ASSISTANT PROGRAM SUPERVISOR/DIRECTOR MUST HAVE A MINIMUM OF A TWO YEAR DIPLOMA IN A CHILD RELATED AREA WITH COURSES IN CHILD DEVELOPMENT FROM AN INSTITUTION APPROVED BY THE DEPARTMENT OF ADVANCED EDUCATION, GOVERNMENT OF ALBERTA OR AN EDUCATIONAL EQUIVALENCY RECOGNIZED BY EDMONTON SOCIAL SERVICES IN A PROGRAM RELATED AREA WITH CHILD DEVELOPMENT COURSES. SUPERVISORY SKILLS AND SUCCESSFUL WORK EXPERIENCE IN THE GROUP CARE OF SCHOOL-AGE OR PRESCHOOL CHILDREN ARE REQUIRED.

C) CHILD CARE GROUP LEADER

DEFINITION:

THE CHILD CARE GROUP LEADER IS A FULL TIME STAFF PERSON EIGHTEEN YEARS OF AGE OR OVER EMPLOYED TO SUPERVISE CHILD CARE WORKERS AND PROVIDE DIRECT CARE AND CONDUCT PLANNED PROGRAM ACTIVITIES FOR CHILDREN WHO ARE ENROLLED IN THE CENTRE.

QUALIFICATIONS AND TRAINING:

THE CHILD CARE GROUP LEADER MUST HAVE A MINIMUM OF A TWO-YEAR DIPLOMA IN A CHILD RELATED AREA WITH COURSES IN CHILD DEVELOPMENT FROM AN INSTITUTION APPROVED BY THE DEPARTMENT OF ADVANCED EDUCATION, GOVERNMENT OF ALBERTA OR AN EDUCATIONAL EQUIVALENCY RECOGNIZED BY EDMONTON SOCIAL SERVICES IN A PROGRAM RELATED AREA WITH CHILD DEVELOPMENT COURSES. ADMINISTRATIVE AND SUPERVISORY SKILLS AND SUCCESSFUL WORK EXPERIENCE IN THE GROUP CARE OF SCHOOL-AGE OR PRESCHOOL CHILDREN ARE REQUIRED.

D) CHILD CARE WORKERS

I) FULL TIME

DEFINITION:

THE CHILD CARE WORKER IS A FULL TIME STAFF PERSON EIGHTEEN YEARS OF AGE OR OVER EMPLOYED TO PROVIDE DIRECT CARE AND CONDUCT PLANNED PROGRAM ACTIVITIES FOR CHILDREN WHO ARE ENROLLED IN THE CENTRE.

QUALIFICATIONS AND TRAINING:

THE CHILD CARE WORKER MUST HAVE A MINIMUM OF A TWO YEAR DIPLOMA IN A CHILD RELATED AREA WITH COURSES IN CHILD DEVELOPMENT FROM AN INSTITUTION APPROVED BY THE DEPARTMENT OF ADVANCED EDUCATION, GOVERNMENT OF ALBERTA OR AN EDUCATIONAL EQUIVALENCY RECOGNIZED BY EDMONTON SOCIAL SERVICES IN A PROGRAM RELATED AREA WITH CHILD DEVELOPMENT COURSES. SUCCESSFUL WORK EXPERIENCE IN THE GROUP CARE OF SCHOOL-AGE OR PRESCHOOL CHILD IS REQUIRED.

II) PART TIME

DEFINITION:

THE CHILD CARE WORKER IS A STAFF PERSON EIGHTEEN YEARS OF AGE OR OVER EMPLOYED ON A PART TIME BASIS TO PROVIDE DIRECT CARE AND CONDUCT PLANNED PROGRAM ACTIVITIES FOR CHILDREN WHO ARE ENROLLED IN THE CENTRE.

QUALIFICATIONS AND TRAINING:

THE CHILD CARE WORKER MUST HAVE THE PERSONAL QUALITIES AND CAPABILITIES TO WORK WITH CHILDREN AND PARENTS IN GROUP BASED OUT-OF-SCHOOL CARE UNDER THE SUPERVISION OF A TRAINED STAFF PERSON.

E) EACH CHILD CARE WORKER INCLUDING THE PROGRAM SUPERVISOR/DIRECTOR, ASSISTANT PROGRAM SUPERVISOR/DIRECTOR AND CHILD CARE GROUP LEADER SHALL BE REQUIRED TO HOLD A VALID ST. JOHN AMBULANCE FIRST AID/CHILD CARE CERTIFICATE OR AN EQUIVALENT COURSE APPROVED BY ALBERTA SOCIAL SERVICES AND COMMUNITY HEALTH.

THESE STANDARDS SHALL APPLY TO THE CARE AND SUPERVISION OF CHILDREN EXCEPT:

A) WHERE THE CARE IS BEING PROVIDED BY A CARE GIVER TO HIS/HER OWN CHILDREN, GRANDCHILDREN, BROTHERS OR SISTERS, NIECES OR NEPHEWS AND COUSINS INCLUDING ALL STEP-CHILDREN IN THESE CATEGORIES.

B) WHERE THE CARE IS PROVIDED UNDER CASUAL AND IRREGULAR BABYSITTING ARRANGEMENTS WHERE THE CARE AND SUPERVISION OF THE CHILD IS IN THE HOME OF THE CHILD OR IN THE HOME OF THE PERSON PROVIDING THE CARE.

C) WHERE THE CARE IS BEING PROVIDED AT SCHOOLS PURSUANT TO THE SCHOOL ACT, OR BY HOSPITALS OR BY RELIGIOUS CONGREGATIONS ENGAGED IN ACTIVITIES OF WHICH THE PURPOSES RELATE TO RELIGIOUS TRAINING OR RELIGIOUS SERVICES.

D) WHERE THE CARE IS BEING PROVIDED BY THE DIRECTOR OF CHILD WELFARE OR ANYONE ACTING ON HIS BEHALF OR THE CHILDRENS' GUARDIAN.

IN ANY EVENT, THE PROVINCE SHOULD ENACT LEGISLATION REQUIRING THAT EVERY PERSON WHO IS PROVIDING CHILD CARE MUST PROVIDE TO THAT CHILD AN ENVIRONMENT CONDUCIVE TO THE HEALTH, SAFETY, PHYSICAL AND EMOTIONAL WELLBEING OF THE CHILD AT ALL TIMES.

RECOMMENDATION 2:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THESE MINIMUM STANDARDS BE PHASED IN OVER A PERIOD OF YEARS SUCH AS PROVIDED FOR IN THE MANITOBA COMMUNITY CHILD CARE STANDARDS ACT AND REGULATIONS. HOWEVER, WE RECOMMEND THE FIRST AID REQUIREMENTS BE ENACTED AND IMPLEMENTED IMMEDIATELY.

RECOMMENDATION 3:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT CERTIFICATION BE REQUIRED FOR ALL CHILD CARE WORKERS IN THE PROVINCE AND THAT THE GOVERNMENT OF ALBERTA CONSULT WITH THE EARLY CHILDHOOD PROFESSIONAL ASSOCIATION OF ALBERTA TO ESTABLISH STANDARDS FOR CERTIFICATION.

RECOMMENDATION 4:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS A DAY CARE STAFF QUALIFICATION REVIEW COMMITTEE BE ESTABLISHED IN THE PROVINCE OF ALBERTA COMPRISED OF EMPLOYEES OF CHILD CARE CENTRES, PARENTS, AND MEMBERS OF THE FACULTY OF COLLEGES AND UNIVERSITIES WHO TEACH CHILD CARE COURSES TO OVERSEE SUCH QUALIFICATION STANDARDS AND TO ADVISE THE MINISTER AND MAKE RECOMMENDATIONS REGARDING SUCH STANDARDS, THE FACILITIES AND THE TRAINING ESTABLISHED THEREIN.

RECOMMENDATION 5:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS A STUDY BE CONDUCTED BY THE GOVERNMENT OF ALBERTA INTO THE GOVERNMENT SUBSIDIES AND GRANTS CURRENTLY BEING PROVIDED TO DAYCARE OPERATORS, THE EXPENDITURE OF THESE FUNDS AND THE POSSIBLE REDIRECTION OF THESE FUNDS TO IMPROVE STAFF SALARIES.

RECOMMENDATION 6:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THE ENACTMENT OF PROVISIONS TO THE SOCIAL CARE FACILITIES LICENSING ACT AND DAYCARE REGULATIONS, REQUIRING MANDATORY SPOT CHECKS BY LICENSING OFFICERS OF DAYCARES AT LEAST FOUR TIMES PER YEAR. THE RESULT OF SUCH CHECKS BE MADE AVAILABLE TO THE PUBLIC BY THE GOVERNMENT OF ALBERTA UPON REQUEST AND FURTHER THAT THE RESULTS OF SUCH CHECKS BE POSTED AT THE DAYCARE CENTRE IN A PROMINENT PLACE FOR PUBLIC REVIEW.

RECOMMENDATION 7:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE GOVERNMENT OF ALBERTA DEVELOP COST EFFECTIVE WAYS TO INFORM THE PUBLIC OF MINIMUM DAYCARE FACILITY STANDARDS, STAFF QUALIFICATIONS AND FUNCTIONS OF THE SOCIAL CARE FACILITIES REVIEW COMMITTEE, ITS ADDRESS AND ITS TOLL-FREE NUMBER. IT IS RECOMMENDED THAT A MANDATORY REQUIREMENT BE ENACTED REQUIRING DAYCARE OPERATORS TO PROVIDE SUCH INFORMATION TO PARENTS ENROLLING CHILDREN IN DAYCARE CENTRES IN THIS PROVINCE. FURTHER, THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE FINDINGS OF THE SOCIAL CARE FACILITIES REVIEW COMMITTEE INVESTIGATIONS BE MADE PUBLIC AND POSTED IN DAYCARE FACILITIES.

RECOMMENDATION 8:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE SOCIAL CARE FACILITIES REVIEW COMMITTEE RATE ALL DAY CARE FACILITIES IN THE PROVINCE OF ALBERTA AND THAT THIS RATING POSTED AT INDIVIDUAL DAY CARE FACILITIES IN THIS PROVINCE.

RECOMMENDATION 9:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT CHILD CARE DIRECTORS, PARENTS, LICENSING OFFICERS AND CHILD CARE STAFF BE REQUIRED TO COMPLETE AN EVALUATION INSTRUMENT SIMILAR TO THE MEDICINE HAT EVALUATION INSTRUMENT AT LEAST ONCE PER YEAR AND THAT THE RESULT BE CORRELATED AND POSTED IN DAY CARE CENTRES IN THE PROVINCE. (SEE ADDENDUM)

RECOMMENDATION 10:

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT FURTHER RESEARCH IS REQUIRED INTO THE SPECIFIC NEEDS OF VARIOUS GROUPS OF PARENTS REQUIRING ALTERNATIVE CHILD CARE CHOICES. WE RECOMMEND SUCH RESEARCH BE UNDERTAKEN IMMEDIATELY BY THE GOVERNMENT OF ALBERTA IN CONSULTATION WITH SUCH GROUPS, AND FURTHER THAT RECOMMENDATIONS BE DEVELOPED FOR SUITABLE, PRACTICAL SOLUTIONS FOR IMMEDIATE IMPLEMENTATION.

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATIONS RE: HEALTH

OCTOBER 1987

RECOMMENDATIONS 1:

THAT THE PROVINCIAL GOVERNMENT SUPPORT THE CONCEPT OF WELL-WOMEN CLINICS AND MAKE THE WOMEN'S HEALTH RESOURCE CENTRE, AT THE GRACE HOSPITAL IN CALGARY A PILOT PROJECT, AND THAT FUNDING BE MADE AVAILABLE SO THAT THIS MODEL OF PROVIDING SERVICES TO WOMEN AND THEIR FAMILIES CAN BE STUDIED.

The Calgary based Women's Health Resource Centre demonstrates the integration of existing services and recognizes women as primary in the role of family health guardians. The centre also promotes individual responsibility by supporting informed self-care of women and by extension, their family members.

Well-women clinics address and meet a wide variety of health needs in a more cohesive and cost-effective manner than having an individual move from one agency to another for money, support, and for health, social and counselling services.

RECOMMENDATION 2:

THAT A COMBINED EFFORT BY THE MINISTRY OF HOSPITALS AND MEDICAL CARE, THE MINISTRY OF SOCIAL SERVICES, AND THE MINISTRY OF COMMUNITY AND OCCUPATIONAL HEALTH BE UNDERTAKEN, TO ALERT AND EDUCATE THE PUBLIC REGARDING ALL OF THE RESOURCES AVAILABLE, COORDINATING A PROVINCIAL DIRECTORY WHICH WOULD LIST EVERY EXISTING CLINIC, OFFICE, SUPPORT GROUP AND COUNSELLING SERVICE, AS WELL AS ALL AREAS OF SOCIAL, FINANCIAL AND EMOTIONAL SUPPORT.

This would provide individuals with the knowledge and information regarding all community resources related to child care, finances, emotional and medical counselling, and facilitate access to all social, medical and professional resources.

RECOMMENDATION 3:

THAT A CONCERTED EFFORT BE MADE TO RENEW NEGOTIATIONS BETWEEN THE ALBERTA MEDICAL ASSOCIATION AND THE ALBERTA MINISTRY OF HOSPITALS OVER THE ESTABLISHMENT OF AN EQUITABLE FEE FOR ABORTION.

There has been a marked increase in the number of women seeking abortions out-of-province since October 1986, as well as a decrease in the number of abortions being performed in Alberta (see addendum for statistics).

RECOMMENDATION 4:

THAT STERILIZATION PROCEDURES PREVIOUSLY COVERED UNDER THE ALBERTA CARE PLAN BE REINSTATED.

RECOMMENDATION 5:

THAT A PORTION OF HEALTH CARE FUNDS BE SPECIFICALLY ALLOCATED TOWARDS COMMUNITY BASED PROGRAMS EMPHASIZING HEALTH PROMOTION AND DISEASE PREVENTION, COUNSELLING WITH SPECIFIC ALLOCATION TOWARDS CONTRACEPTIVE COUNSELLING AND UNWANTED PREGNANCIES FURTHER, THAT THE FUNDING BE SUPPORTIVE OF SERVICES TO WOMEN AND THEIR FAMILIES, AFTER THE COMPLETION OF AN UNWANTED PREGNANCY, WHETHER THE RESOLUTION BE ADOPTION, KEEPING THE CHILD OR ABORTION.

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATIONS RE: FAMILY VIOLENCE

OCTOBER 1987

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATIONS RE: FAMILY VIOLENCE

OCTOBER 1987

1. THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS AN ALL OUT ATTACK ON FAMILY VIOLENCE BE UNDERTAKEN BY THE PROVINCIAL GOVERNMENT, WITH A PUBLIC AWARENESS PROGRAM FOCUSING ON THE NATURE AND EXTENT OF FAMILY VIOLENCE AS IT RELATES TO ALL AGES, SOCIO-ECONOMIC AND CULTURAL GROUPS IN ALBERTA. THIS CAMPAIGN WOULD BE DEVELOPED WITH THE ALBERTA COUNCIL OF WOMEN'S SHELTERS AND THE ALBERTA OFFICE FOR THE PREVENTION OF FAMILY VIOLENCE.

2. THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES FURTHER RECOMMENDS THAT A PROVINCE-WIDE TOLL-FREE HELP LINE BE ESTABLISHED TO PROVIDE ACCESS TO ALL FORMS OF ASSISTANCE TO THOSE IN CRISIS SITUATIONS, AND FURTHER THAT THIS HELP LINE BE PROMOTED IN CONJUNCTION WITH THE PUBLIC AWARENESS CAMPAIGN.

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

OTHER RECOMMENDATIONS

OCTOBER 1987

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATION RE: PAY EQUITY

OCTOBER, 1987

#1 THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES HAS RECEIVED VARIOUS SUBMISSIONS FROM ALBERTANS ON THE ISSUES OF PAY EQUITY. THE COUNCIL RECOGNIZES THAT WITHIN THIS PROVINCE THERE IS A GENERAL LACK OF PUBLIC UNDERSTANDING AND KNOWLEDGE ON THE ADVANTAGES AND DISADVANTAGES OF PAY EQUITY.

IT IS THEREFORE RECOMMENDED THAT AN EXTENSIVE AND COMPREHENSIVE PUBLIC STUDY ON PAY EQUITY, ITS EFFECTS AND IMPLICATIONS, BE CONDUCTED BY THE PROVINCIAL GOVERNMENT.

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATION RE: MINIMUM WAGE

OCTOBER, 1987

#2 CONCERNS HAVE BEEN EXPRESSED TO THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES WITH REGARD TO THE LEVEL OF THE MINIMUM WAGE IN ALBERTA. IT IS THE LOWEST IN CANADA. FURTHER, THE SERVICE INDUSTRY IS CHARACTERIZED BY MINIMUM WAGE JOBS AND PART-TIME JOBS. IN 1985, 72.6% OF ALL PART-TIME WORKERS IN ALBERTA WERE WOMEN; 58.1% OF ALL SERVICE PERSONS ARE WOMEN.

THEREFORE, THE COUNCIL SUPPORTS THE MINISTER OF LABOUR IN HIS EFFORT TO INCREASE THE PROVINCE'S MINIMUM WAGE.

ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES

RECOMMENDATION RE: GOVERNMENT SUPPORT FOR NATIVE, IMMIGRANT AND VISIBLE MINORITY WOMEN'S PROGRAMS

OCTOBER 1987

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES COMMENDS THE GOVERNMENT OF ALBERTA FOR ITS STATED COMMITMENT TO NATIVE, IMMIGRANT AND VISIBLE MINORITY WOMEN. THE COUNCIL THEREFORE URGES THE CONTINUATION OF THIS SUPPORT.

June 8/1988
Recommendations

SUMMARY OF RECOMMENDATIONS

IMMIGRANT AND VISIBLE MINORITY WOMEN

RECOMMENDATION ONE

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE PROVINCIAL GOVERNMENT, THROUGH THE MINISTER OF CAREER DEVELOPMENT AND EMPLOYMENT, THE HONOURABLE RICK ORMAN ADDRESS THE FOLLOWING CONCERNS WITH THE FEDERAL GOVERNMENT THROUGH THE MINISTER OF EMPLOYMENT AND IMMIGRATION, THE HONOURABLE BARBARA MCDOUGALL:

THAT NEW IMMIGRANTS TO CANADA BE INFORMED BEFORE THEY LEAVE THEIR HOMELAND ON:

A) THE SOCIAL, ECONOMIC, CULTURAL, AND POLITICAL CLIMATE IN CANADA. THIS INFORMATION SHOULD INCLUDE, IN PARTICULAR, THE STATUS OF EMPLOYMENT OPPORTUNITIES AND EDUCATIONAL QUALIFICATIONS.

B) THEIR NEED TO ADJUST TO THE CANADIAN ENVIRONMENT AND LIFESTYLE (WHICH IN MANY CASES IS COMPLETELY DIFFERENT FROM THAT WITH WHICH THEY ARE FAMILIAR).

RECOMMENDATION TWO

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE PROVINCIAL GOVERNMENT, THROUGH THE MINISTER OF CULTURE AND MULTICULTURALISM, THE HONOURABLE GREG STEVENS PLACE INCREASED EMPHASIS ON DEVELOPING AND PROVIDING PROGRAMS THAT PROMOTE THE BENEFITS AND REWARDS OF MULTICULTURALISM IN ALBERTA'S SOCIETY IN ORDER TO CREATE A BETTER UNDERSTANDING AND ACCEPTANCE OF IMMIGRANTS WITHIN OUR PROVINCE, REGARDLESS OF THEIR COLOR, RACE OR CREED.

RECOMMENDATION THREE

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES STRONGLY BELIEVES THAT WITH UNIVERSALLY ACCESSIBLE ENGLISH AS A SECOND LANGUAGE TRAINING PROGRAMS, IMMIGRANTS TO ALBERTA WILL BE IN A BETTER POSITION TO MORE FULLY PARTICIPATE IN ALBERTA SOCIETY.

THEREFORE, TO MAINTAIN AND ENSURE ACCESSIBLE AND QUALITY ESL PROGRAMS, THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE PROVINCIAL GOVERNMENT ADDRESS FUNDING CUTBACKS TO EXISTING ENGLISH AS A SECOND LANGUAGE TRAINING PROGRAMS WITH THE FEDERAL GOVERNMENT AND IF THE FEDERAL GOVERNMENT DOES NOT ACT, THAT THE PROVINCE TAKE THE INITIATIVE AND CONSIDER PROVIDING ADDITIONAL PROVINCIAL FUNDING TO MAINTAIN AND IMPROVE ESL PROGRAMS, INCLUDING THOSE WHICH ARE COMMUNITY BASED.

RECOMMENDATION FOUR

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT ENGLISH AS A SECOND LANGUAGE TRAINING, CURRENTLY 40 WEEKS IN DURATION, BE EXTENDED TO 52 WEEKS.

RECOMMENDATION FIVE

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT FULL-TIME ENGLISH LANGUAGE TRAINING BE OFFERED IN A MORE FLEXIBLE MANNER THAN THE CURRENT STRUCTURED PROGRAMMING. THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT AN ADDITIONAL PROGRAM BE OFFERED IN FULL-TIME ESL TRAINING CONSISTING OF FORMAL CLASSROOM EDUCATION AND A WORKPLACE EXPERIENCE COMPONENT.

RECOMMENDATION SIX

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT MORE FLEXIBLE PART-TIME ESL CLASSES BE MADE AVAILABLE, IDEALLY IN COMMUNITY-BASED CENTRES. CLASS HOURS SHOULD BE MORE FLEXIBLE TO ACCOMMODATE SHIFT WORKERS AND HOMEMAKERS.

RECOMMENDATION SEVEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE PROVINCIAL GOVERNMENT, THROUGH THE DEPARTMENTS OF CAREER DEVELOPMENT AND EMPLOYMENT AND ADVANCED EDUCATION, EXTEND THE MANDATE OF EXISTING CAREER CENTRES TO FACILITATE USE BY THE IMMIGRANT COMMUNITY, EDUCATIONAL INSTITUTIONS, PROFESSIONAL AND OCCUPATIONAL BODIES, EMPLOYMENT AND CAREER COUNSELLORS AND GOVERNMENT DEPARTMENTS SEEKING EDUCATION EQUIVALENCY INFORMATION.

THESE CENTRES WOULD BE AVAILABLE TO PROVIDE IMMIGRANTS WITH INFORMATION AND COUNSELLING SERVICES TO ASSIST THEM IN MAKING DECISIONS ON HOW TO PURSUE CAREERS IN THEIR CHOSEN FIELDS OR HOW TO CHOOSE ACCEPTABLE ALTERNATIVES, BASED ON THEIR PRIOR EDUCATION.

RECOMMENDATION EIGHT

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT PROGRAMS BE SPECIFICALLY DEVELOPED FOR IMMIGRANT WOMEN WITH INPUT FROM THE FEDERAL AND PROVINCIAL GOVERNMENTS AND IMMIGRANT WOMEN'S ORGANIZATIONS. THESE PROGRAMS MUST ENCOMPASS SKILL TRAINING APPROPRIATE TO ALL SKILL LEVELS.

RECOMMENDATION NINE

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES ALSO BELIEVES THAT WITH MORE COMPREHENSIVE COUNSELLING MANY WOMEN WOULD HAVE THE OPPORTUNITY TO MAKE RESPONSIBLE, WELL-INFORMED JOB TRAINING DECISIONS.

THE ALBERTA ADVISORY COUNCIL ON WOMEN' ISSUES RECOMMENDS THAT MORE COMPREHENSIVE COUNSELLING BE PROVIDED SPECIFICALLY FOR IMMIGRANT WOMEN IN REGARDS TO NEED AND INTEREST. THIS COUNSELLING MUST BE THROUGH THE PROVINCIAL GOVERNMENT, NOT THROUGH PRIVATE BUSINESSES, AND IT MUST BE MANDATORY BEFORE ENTRY INTO ANY TRAINING OR RETRAINING PROGRAM.

RECOMMENDATION TEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT IMMIGRANT WOMEN BE ENCOURAGED TO ENTER MORE NON-TRADITIONAL TRAINING AREAS AND THAT THE ALBERTA GOVERNMENT ESTABLISH A PROVINCIAL APPRENTICESHIP PROGRAM SPECIFICALLY GEARED TO MEET THE EMPLOYMENT NEEDS OF IMMIGRANT AND VISIBLE MINORITY WOMEN OF ALBERTA.

RECOMMENDATION ELEVEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT MORE TRAINING MATERIALS BE DEVELOPED FOR IMMIGRANT WOMEN TO EDUCATE THE WOMEN ABOUT THE CYCLE OF VIOLENCE, THE PURPOSE OF SHELTERS, AND RECOURSE AVAILABLE TO THEM. THESE MULTI-LANGUAGE TRAINING MATERIALS SHOULD BE IN THE FORM OF AUDIO AND VIDEO CASSETTES AND WRITTEN MATERIALS.

RECOMMENDATION TWELVE

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT ADDITIONAL FUNDS BE ALLOCATED TO THE OFFICE FOR THE PREVENTION OF FAMILY VIOLENCE TO DEVELOP THESE TRAINING MATERIALS IN CONJUNCTION WITH IMMIGRANT WOMEN'S ORGANIZATIONS AND THE PROVINCIAL SHELTERS.

RECOMMENDATION THIRTEEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT IMMIGRANT AID AND CULTURAL ORGANIZATIONS BE ABLE TO DISTRIBUTE INFORMATION MATERIALS TO COMBAT LACK OF KNOWLEDGE AND INFORMATION ON FAMILY VIOLENCE AND THE ROLE OF SHELTERS IN THEIR CULTURAL COMMUNITIES.

RECOMMENDATION FOURTEEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT CROSS-CULTURAL TRAINING BETWEEN IMMIGRANT AID AND WOMEN'S ORGANIZATIONS AND SHELTERS BE CO-ORDINATED BY THE OFFICE FOR THE PREVENTION OF FAMILY VIOLENCE WITH THE SUPPORT OF SHELTERS AND IMMIGRANT ORGANIZATIONS.

RECOMMENDATION FIFTEEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES SHARES THE FUNDING CONCERNS OF THE PROVINCE'S SHELTERS AND RECOMMENDS THAT ADEQUATE FUNDING TO MEET THE OPERATIONS AND OBJECTIVES OF THE SHELTERS BE PROVIDED BY THE PROVINCIAL GOVERNMENT.

RECOMMENDATION SIXTEEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT FUNDS BE PROVIDED FOR LINGUISTIC SUPPORT TO THE SHELTERS.

SUMMARY OF RECOMMENDATIONS

NATIVE EDUCATION

RECOMMENDATION SEVENTEEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES SUPPORTS THE NATIVE EDUCATION POLICY AS ADOPTED BY THE ALBERTA EDUCATION MINISTER AND RECOMMENDS THAT FUNDING FOR THE CONTINUING IMPLEMENTATION OF THE NATIVE EDUCATION POLICY BE ADEQUATE AND INCREASED IF NECESSARY TO MEET THE OBJECTIVES OF SCHOOL BOARDS IN FULFILLING THE GOVERNMENT POLICY.

RECOMMENDATION EIGHTEEN

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES COMMENDS THE GOVERNMENT FOR THE EXCELLENT TEXTS BEING DEVELOPED THROUGH THE NATIVE EDUCATION POLICY. IN AN EFFORT TO PROMOTE EDUCATION AND AWARENESS WITHIN ALBERTA'S NATIVE AND NON-NATIVE POPULATION, THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE NATIVE EDUCATION POLICY TEXTS BE SUPPLIED BY THE ALBERTA GOVERNMENT TO ALL EDUCATIONAL AND RELATED INSTITUTIONS THROUGHOUT THE PROVINCE.

RECOMMENDATION NINTEEN

THE ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT A REALISTIC AND SPECIFIC STUDENT/LIAISON OFFICER RATIO BE ESTABLISHED AND THAT ADEQUATE FUNDS BE ALLOCATED TO SCHOOL BOARDS FOR LIAISON OFFICERS' SALARIES.

RECOMMENDATION TWENTY

THE ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THESE LIAISON OFFICERS BE GIVEN SPECIFIC WRITTEN RESPONSIBILITIES, TO INCLUDE BUT NOT BE LIMITED TO:

1. FAMILIARIZING NATIVE STUDENTS WITH THE SCHOOL ENVIRONMENT.

2. SERVING AS STUDENT ADVOCATES TO PROTECT AND PROMOTE THE WELL-BEING OF NATIVE STUDENTS.

3. SERVING AS AIDES TO TEACHERS IN REGARD TO THE ACADEMIC OR SOCIAL CONDUCT OF NATIVE STUDENTS.

4. SERVING AS SOURCES FOR SCHOOL PARENT ADVISORY BOARDS IN CONDUCTING INDEPENDENT RESEARCH IN THEIR CAPACITY AS MONITORS OF THE SCHOOL SYSTEM.

5. SEEKING AND OFFERING NATIVE STUDENTS, STARTING AT THE JUNIOR HIGH LEVEL, OPPORTUNITIES AND ENCOURAGEMENT TO PARTICIPATE IN TRAINING PROGRAMS, WHEN THE STUDENTS HAVE FINISHED THEIR FORMAL SCHOOLING, IN THE AREAS OF NATIVE CULTURE, COUNSELLING AND TEACHING.

6. SEEKING OUT NATIVE COMMUNITIES TO PARTICIPATE IN EVENTS FOR NATIVE AND NON-NATIVE STUDENTS ALIKE.

7. HAVING THE RIGHT TO EXAMINE TEXTBOOKS IN THEIR INDIVIDUAL SCHOOLS AND MAKE RECOMMENDATIONS TO THE SCHOOL ADVISORY BOARDS ABOUT NATIVE CONTENT.

8. REPORTING TO THE SCHOOL ADVISORY BOARDS AS WELL AS TO THE SCHOOL ADMINISTRATION OR SCHOOL BOARD.

RECOMMENDATION TWENTY-ONE

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT ADDITIONAL PROGRAMS BE DEVELOPED TO ENCOURAGE THE PRODUCTION AND DISTRIBUTION OF CULTURE-SPECIFIC MATERIALS IN SUPPORT OF CURRICULUM-BASED AND COMMUNITY-BASED ALCOHOL AND DRUG ABUSE PREVENTION ACTIVITIES FOR NATIVE YOUTH.

RECOMMENDATION TWENTY-TWO

THE ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE DEPARTMENT OF ADVANCED EDUCATION DEVELOP A PROJECT SIMILAR TO THE NATIVE EDUCATION PROJECT TO SOLICIT OPINIONS FROM THE NATIVE COMMUNITIES ON THE SERVICES DESIRED.

RECOMMENDATION TWENTY-THREE

THE ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT ADVANCED EDUCATION UTILIZE LIAISON OFFICERS TO HELP BRIDGE THE GAP BETWEEN HIGH SCHOOL AND FURTHER TRAINING, AND THAT IN THEIR WORK THESE OFFICERS PLACE SPECIFIC EMPHASIS ON STUDENTS FROM THE OUTLYING RESERVES OR COMMUNITIES TO HELP THEM COPE WITH CULTURAL ADJUSTMENTS AND PROGRAM REQUIREMENTS.

SUMMARY OF RECOMMENDATIONS

WIDOW'S PENSION

RECOMMENDATION TWENTY-FOUR

THE ALBERTA ADVISORY COUNCIL ON WOMEN'S ISSUES RECOMMENDS THAT THE WIDOW'S PENSION ACT BE REPEALED AND REPLACED WITH LEGISLATION WHICH RECOGNIZES AS A PRINCIPLE THE NEEDS OF INDIVIDUALS BETWEEN THE AGES OF 55 AND 64 WHO DEMONSTRATE SERIOUS FINANCIAL NEED REGARDLESS OF MARITAL STATUS AND WHO DO NOT RECEIVE BENEFITS SUCH AS THOSE RECEIVED BY ALBERTA SENIORS UNDER THE ALBERTA INSURED INCOME PLAN OF THE FEDERAL OLD AGE SECURITY PLAN.

MEP RECOMMENDATIONS

1. The Alberta Advisory Council on Women's Issues recommends to the Province of Alberta that steps be taken to provide immediate payment to claimants thereby eliminating the 10-day hold on cheques. It is the recommendation of the Council that an automatic Debit system be implemented and/or a Fund be created in order that the offices of MEP might advance cheques to Creditors in advance of the present 10-day clearing period required for Debtor's cheques.

   Rationale: The Alberta Advisory Council on Women's Issues is of the view that if such a Fund or automatic Debit system were established, the benefits of a more efficient system and Creditors receiving cheques promptly will be to the advantage of individual Creditors and also to the advantage of the MEP systems as more immediate reporting of delinquency would be created.

2. The Alberta Advisory Council on Women's Issues recommends that a policy be implemented at MEP to provide for the dissemination of information regarding individual claims via the present MEP Toll Free telephone number. It is recommended that in order to protect confidentiality, an individual MEP identification number be given to the Claimant and provided to MEP offices before information would be released to the Claimant.

   Rationale: It is felt by this Council that such a system would alleviate many of the concerns of Claimants who simply feel that they do not have sufficient information. Also, the use of telephone information dissemination will assist MEP in its collection efforts, as Creditors often receive information regarding Debtors which they may be hesitant to forward in writing to MEP.

3. It is recommended that MEP develop an explanation code to insert on all cheques disseminated to Creditors to assist them in understanding the basis of any payment received by them.

4. It is recommended by the Alberta Advisory Council on Women's Issues that in the event a stay is requested pursuant to the Maintenance Enforcement Act, ongoing payments be required to be made for the period to MEP of the application to vary.

Rationale: This would result in the funds being kept on hand and readily available to the Creditor if the Debtor is unsuccessful in his Court application. It would also ensure the goodwill of the individual Debtor and would alleviate any benefits to the Debtor of relief from payments over the stay period.

5. It is recommended by the Alberta Advisory Council on Women's Issues that the Maintenance Enforcement Act be amended to provide for the registration of support payments required to be made under Separation Agreements or other contractual Agreements so long as the Agreements are made by the parties having separate and independent legal advice.

6. It is recommended by the Alberta Advisory Council on Women's Issues that the Maintenance Enforcement Program place an officer at all Provincial Court Houses throughout the Province of Alberta. These officers shall have access to, and assist with, individual MEP Claimant information and may make payments to creditors in their jurisdiction.

   Rationale: It is felt by the Alberta Advisory Council on Women's Issues that this will considerably shorten time delays caused by mailing of cheques upon payments being made. It is recommended that sufficient staff be hired in each Judicial District throughout the Province to accomplish such a task.

7. It is recommended by the Alberta Advisory Council on Women's Issues that child support arrears be enforced by MEP in their entirety without Director discretion. Further, that the Act be amended to provide the entire maintenance arrears vis-a-vis children regardless of the length of time over which they are accumulated be afforded the same priority provisions afforded three years worth of arrears under Section 15 of The Maintenance Enforcement Act.

The Council commends the Alberta Government for addressing staffing problems at the Maintenance Enforcement office in Edmonton. According to MEP officials, staffing levels have been increased and by March 31, 1989, there will be 29 Collection Officers and seven supervisors (an increase from 15 and 5 respectively). As a result each Collection Officer's caseload will be dramatically reduced, enabling officers to aid Claimants in a more efficient manner.